

FLA Monitoring Visit Profile					
Country	Pakistan				
Factory name	260057119B				
IEM	SGS Pakistan (Pvt) Ltd.				
Date of audit	September 10-12, 2003				
Days in the facility	3 days				
PC(s)	Russell				
Number of workers	3382 (2369 regular + 1013 piece rate workers)				
Product(s)	Garments				
Production processes	Cut to Pack Unit				
	Findings				
FLA Code/ Compliance Issue	Legal Reference	FLA Benchmark	Monitor's Findings	Documentation	Best Practice
1. Code Awareness					
2. Forced Labor					
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.					
3. Child Labor					
No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than age for completing compulsory education in the country of manufacture where such age is higher than 15.					
Childcare Facilities		Childcare facility will not physically overlap with production areas and children will not have access to production areas.	Childcare facility is not provided in the factory.	Facility inspection; Worker interviews	
4. Harassment or Abuse					
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse.					
5. Nondiscrimination					
No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.					
6. Health and Safety					
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities					
Evacuation Procedure		All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	Fire evacuation plan found posted in all. But 4 evacuation plans posted in stitching halls found incorrect. Blocked and narrow aisles on stitching floors #3, 4 and 5. Fire fighting training conducted and drills are being conducted in the facility.	Worker interviews; Facility visit	
Personal Protective Equipment (PPE)		Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	No face masks are in practice in stitching department.	Physical inspection of facility	

Findings					
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Ventilation/Electrical/facility maintenance		All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Electric panel doors found open.	Physical inspection of facility	
Machinery Maintenance		All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	No needle guards found on 7 stitching machines.	Physical inspection of facility	
Sanitation in Facilities		All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.	All found satisfactory, except uncovered pulleys of exhaust fan in training room in basement. No spittoon found in any room of the factory as required by law.		
Sanitation in Dining Area		All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.	All found conforming, but canteen space found inadequate and pathological test of canteen staff has not been carried out.	Physical inspection of cafeteria during lunch timings	
7. Freedom of Association and Collective Bargaining					
Employers will recognize and respect the right of employees to freedom of association and collective bargaining.					
Right to Freely Associate	Code of Pakistan: Industrial Relations Ordinance 2002	Workers will have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization. The right to freedom of association begins at the time that a worker seeks employment, and continues through the course of employment.	As per management, the right to freedom of association has been given to workers, but workers are not interested in making a union. So, no legal union. Workers' Council found active, having management and worker representation.		
8. Wages and Benefits					
Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.					
9. Hours of Work					
Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.					
10. Overtime Compensation					
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.					
Miscellaneous					

Updates			Verification
Factory Response	PC Follow Up	Documentation	External Verification